

Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	6	APR	2024		5	APR	2025

Section A Reference and administration details

Charity name

TALK Foundation

Other names charity is known by

Registered charity number (if any)

1177093

Charity's principal address

12 Drysgol Road

Radyr

Cardiff

Postcode

CF15 8BT

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Cristina Diaz- Navarro	Chair (founding member)		N/A (first charity trustee)
2	Andrew Hadfield	Treasurer (founding member)		N/A (first charity trustee)
3	Sonia Pierce	Secretary (founding member)		N/A (first charity trustee)
4	Jody Stafford		re	
5	Sigrun Qvindesland			
6				
7				
8				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year
N/A	

Name of chief executive or names of senior staff members

Mariam Paes - New Initiatives and Fundraising Director

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution Registered 09 FEB 2018
How the charity is constituted (eg. trust, association, company)	Charitable Incorporated Organisation
Trustee selection methods (eg. appointed by, elected by)	The three founding members will be indefinite trustees. The other trustees have been appointed by the Board of Trustees for a period of 3 years. They can be reappointed up to 3 times. Apart from the first charity trustees, every trustee must be appointed for a term of 3 years by a resolution passed at a properly convened meeting of the charity trustees.

Additional governance issues (Optional information)

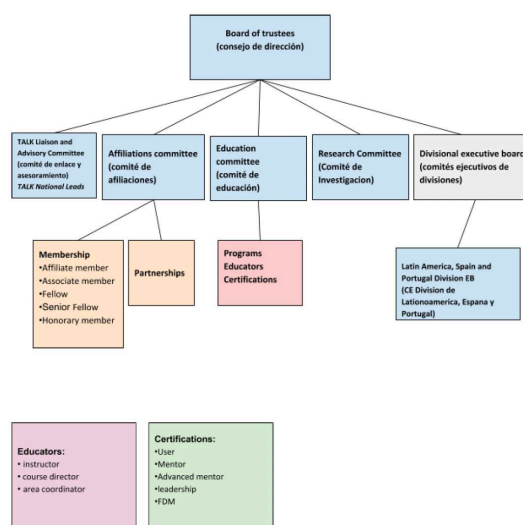
You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

The Organisation has the following Policies & Procedures in place:
(The date following each title is the date of the latest revision, all available on request)

Affiliations Committee Terms of reference (May 2020)
 Business Plan (April 2021 – March 2024)
 Code of Conduct (October 2020)
 Conflicts of Interest (September 2020)
 Contractor Agreement (December 2020)
 Declaration on Appointment (April 2018)
 Disciplinary Procedure for Staff (April 2020)
 Disciplinary Policy and Procedure for Volunteers (April 2020)
 Education Committee Terms of reference (March 2020)
 Equality Policy (September 2020)
 Financial Controls Policy (January 2020 - review 2024)
 Fit and proper person declaration (April 2018)
 Fundraising Policy (March 2021)
 Memorandum of Understanding (May 2020)
 Privacy Statement (December 2021)
 Standard Operating Procedure for New Appointments (January 2022)
 TALK Research Committee Terms of reference (March 2020)
 TALK Foundation Constitution (2016)
 Volunteer management policy (March 2020)

Organisational chart (Organigrama)



Summary of the objects of the charity set out in its governing document

For the public benefit to advance the education of clinical teams in patient safety in such ways as the charity trustees think fit.

Our Vision, Mission and Values focus on maximising the opportunity for healthcare improvement, patient safety and staff wellbeing through the use of TALK, empowering a culture of patient safety through the education of clinical teams ethically, inclusively and positively.

Meetings of the Board of Trustees have been held at least quarterly and minutes are available on request.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

The TALK Foundation has continued the activities undertaken as part of the TALK Research and Innovation Staff Exchange grant provided by the European Commission through the Horizon 2020 programme, Marie Skłodowska-Curie Actions, which funded a 3 year project on the use of the TALK framework for clinical debriefing under grant agreement ID: 734753. The grant project has been completed and the TALK Foundation has continued the work. The activities have included:

- Development of freely downloadable training materials (<https://www.talkdebrief.org/startingtotalk>)
- International diffusion of TALK concept (Implemented in the UK, Spain, Norway, Denmark, Netherlands, Germany, France, Portugal, Australia, Chile, Singapore, USA, Mexico and Argentina)
- Networking at a national and international level. As a consequence, a strategy advisory board has been developed.
- Formalising collaboration and data-sharing

The TALK Foundation webpage is kept up to date <https://www.talkdebrief.org/talk-foundation> and the TALK Foundation bank account is managed through CAF Bank.

Trustees are aware of the Section 17(5) of the Charities Act and the Charities (Accounts and Reports) Regulations 2008 and this has been considered when planning the charity's activities. Whilst it is recognised that the TALK tool is a commercially viable product, the aim of the Foundation is to ensure that any surplus is used for public rather than personal benefit.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

The emphasis has been on building a solid framework for the CIO, both with regard to organisational / legal guidance and volunteer workforce development.

The TALK Foundation is the legacy to the TALK Research and Innovation Staff Exchange grant provided by the European Commission through the Horizon 2020 programme. This Marie Skłodowska-Curie Actions grant is funding a 3 year project on the use of the TALK framework for clinical debriefing under grant agreement ID: 734753. All materials and international network generated as outcomes of this work were passed on to the TALK Foundation at the end of the grant project, which was completed at the end of February 2022. The Foundation became fully independent of the grant in February 2022.

There has been significant and ongoing work in this report year to develop teaching courses in English and Spanish and to widen the International use of the TALK tool in clinical practice. There has also been significant work in disseminating the evidence base underpinning the debriefing tool, with several publications in peer reviewed scientific journals, and by presenting at a TALK Symposium to an international audience.

Summary of the main achievements of the charity during the year

The Charity has focused on further defining the key services and activities offered by the Foundation and continued development of the resources to support these services and activities.

The TALK RISE project was completed in February 2022. Since then, there has been an emphasis on international promotion of the Foundation, coinciding with the RISE phase of international dissemination. The outcome of this dissemination has revealed the need to accelerate our infrastructural development, which has resulted in the further development of committees and divisions as well as the introduction of non-voting members categories. (See details in organisational chart, section B).

We have continued the work as detailed in the business plan and made significant advances to the development of courses, to ensure the financial viability of the charity. There has been further development of the TALK website and memberships. Branding of the materials has been developed and implemented to ensure consistency in appearance of the materials. There has been significant course development, along with the development of educational materials, training sessions for TALK, and instructor guides. Many of the publications have been translated into Spanish. TALK has been presented at key educational events including webinars and healthcare conferences, to promote the tool's use in clinical practice. There have been a number of international collaborations explored by the affiliations and research committees and this has led to wider use of the tool internationally.

Section E

Financial review

Brief statement of the charity's policy on reserves

The TALK Foundation does not currently have a policy on reserves. The charity is starting to raise initial funds for its activity. Development of a reserve policy will be a point for future action.

All reserves would be used to strengthen the financial basis of the charity in line with its stated objectives.

Details of any funds materially in deficit

None

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Current / potential sources of income:

- Donations
- Memberships
- Income from educational courses pertaining to the TALK clinical debriefing tool, from interested healthcare institutions.
- Grants applied for, from NGOs and specific philanthropic organisations with an interest in funding healthcare and patient safety (none received yet).

Section F


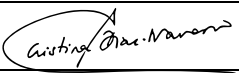
Other optional information


Section G

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees


Signature(s)		
Full name(s)	Dr Sonia Pierce	Dr Cristina Diaz-Navarro
Position	Secretary	Chair
Date	30/01/2026	30/01/2026

 <div>CHARITY COMMISSION FOR ENGLAND AND WALES</div>	TALK FOUNDATION			1177093	CC16a
	Receipts and payments accounts				
	For the period from	6/4/24	To	05/04/2025	

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Course fees	7,418	-00	-00	7,418	1,800
Memberships	557	-00	-00	557	1,667
Interest	25	-00	-00	25	18
	- 0	-00	-00	-00	-00
	- 0	-00	-00	-00	-00
	- 0	-00	-00	-00	-00
	- 0	-00	-00	-00	-00
	- 0	-00	-00	-00	-00
Sub total(Gross income for AR)	8,000	-00	-00	8,000	3,485
A2 Asset and investment sales, (see table).					
	- 0	- 0	- 0	-00	
	- 0	- 0	- 0	-00	- 0
Sub total	- 0	- 0	- 0	-00	- 0
Total receipts	8,000	- 0	- 0	8,000	3,485
A3 Payments					
Zoom meeting subscription	156	-00	-00	156	144
Bank account fees	60	-00	-00	60	60
Website charges	424	-00	-00	424	193
Website domain	122	-00	-00	122	187
Foreign transaction charge	6	-00	-00	6	6
Course Refund	300	-00	-00	300	-00
Travel expenses	327	-00	-00	327	-00
Entertaining	328	-00	-00	328	-00
	- 0	-00	-00	-00	-00
Sub total	1,723	-00	-00	1,723	590
A4 Asset and investment purchases, (see table)					
	- 0	- 0	- 0	-00	
	- 0	- 0	- 0	-00	
Sub total	- 0	- 0	- 0	-00	- 0
Total payments	1,723	- 0	- 0	1,723	590
Net of receipts/(payments)	6,277	-00	-00	6,277	2,895
A5 Transfers between funds	- 0	-00	-00	-00	-00
A6 Cash funds last year end	10,618	-00	-00	10,618	-00
Cash funds this year end	16,895	-00	-00	16,895	2,895

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds	Restricted funds	Endowment funds	
		to nearest £	to nearest £	to nearest £	
B1 Cash funds	TALK Foundation Bank account balance	-00	-00	-00	
		-00	-00	-00	
		-00	-00	-00	
	Total cash funds	16,895	-00	-00	
	(agree balances with receipts and payments account(s))	OK	OK	OK	
		Unrestricted funds	Restricted funds	Endowment funds	
		to nearest £	to nearest £	to nearest £	
B2 Other monetary assets		-00	-00	-00	
		-00	-00	-00	
		-00	-00	-00	
		-00	-00	-00	
		-00	-00	-00	
		-00	-00	-00	
		Fund to which asset belongs	Cost (optional)	Current value (optional)	
B3 Investment assets			-00	-00	
			-00	-00	
			-00	-00	
			-00	-00	
			-00	-00	
		Fund to which asset belongs	Cost (optional)	Current value (optional)	
B4 Assets retained for the charity's own use			-00	-00	
			-00	-00	
			-00	-00	
			-00	-00	
			-00	-00	
			-00	-00	
			-00	-00	
			-00	-00	
		Fund to which liability relates	Amount due (optional)	When due (optional)	
B5 Liabilities			-00		
			-00		
			-00		
			-00		
			-00		
Signed by one or two trustees on behalf of all the trustees	Signature		Print Name		Date of approval
			A Hadfield		03/02/2026